

The IRT Process

- 1. Gather Information from Client
- 2. Complete the Resource Mapping Tool
- Develop a Resource Plan (List of identified gaps)
- 4. Recommend new partners to the participant
- 5. Get Releases of Information to invite new partners
 6. Invite family and identified partners (current & new)
- 7. Develop the initial Roadmap for Success
- 8. Have a collaborative IRT meeting
- 9. Finalize the Roadmap for Success
- 10. Create the Action Plan
- 11. Update the Individual Employment Plan to reflect IRT decisions
- 12. Monitor the plan
- 13. IRT reconvenes and revises plan when necessary

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What is an IRT?

The IRT is a promising practice identified by Oregon Disability Program Navigators (DPN) that brings together a team of public and private sector representatives (generic and disability specific) at the local One-Stop community level to coordinate services and leverage funding to meet the employment needs of an individual job seeker with one or more significant barriers to employment

Elements of a Resource Plan

"Oregon Disability Program Navigator Experience"

Resource Plans are the building blocks of active resource coordination. These Plans:

- · Have a stated goal
- · Include services your system will provide
- · Include possible partner services
- Include possible partner roles
- Identify pieces of the multi-partner plan puzzle

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Resource Plan Development

Use the Resource Mapping Tool to identify what you will provide:

- Career Services to include resumes and creative job search
- Access to Career Planning Services
- Follow-Up Services (continues for one year after placement)
- Assessments
- Funding for Training certification program
- Funding for tools associated with training
- Access to the Disability Resource Coordinator
- · Basic Skills (Vocational and Academic) training

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Resource Plan Development

List what you will not be able to provide:

- Start with Connecting Activities (Basic Needs)
- List of all gaps in services that may impede progress towards goal
- · Identify current service providers
- Identify potential referrals bases on needs and agency capabilities
- Get permission from participant and guardian (if applicable) to coordinate potential agency's involvement
- · Get releases of information to facilitate collaboration
- · Invite potential new agencies to the IRT meeting

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Resource Plan Development

Example resources partners can provide:

County Social Workers

- · Disability Waivers that provides resources for home and community based services
- Assistance in creating a housing transition plan
- Child Care Assistance
- Medical Assistance

Resource Plan Development

Who else could have a stake in a positive employment or post-secondary outcome?

Academic professionals

- IEP Case ManagersCollege Disability Services representatives
- Academic Advisors
- · Check and Connect Coordinators
- TRIO Coordinators
- · School to Work Instructors

Resource Plan Development

Who else could have a stake in a positive employment or post-secondary outcome?

Other possible Stakeholders:

- Guardian Ad Litem
- Mental Health Providers
- Probation Officers
- Foster Care Supervisors
- Job Coaches
- Employers
- Veterans Services Representative
- · Any other agency that has a plan for the participant

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Resource Plan Development

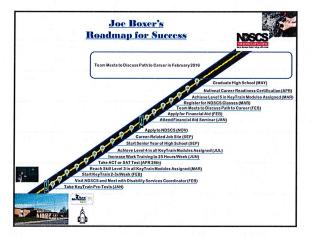
Who constitutes Family (Adult Hope Holder):

Provides for the participants safety and protection Provides comfort, support, and care Challenges and inspires the participant Provides help with complexity, dire circumstances, or extreme

May, at times, put the participant's needs ahead of their own Continually see good where others may not Gives the participant the strength to take risks

Models courage for the participant Provides recognition and praise

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Keys to Successful IRT Meeting

- Ensure all IRT members understand that the Roadmap to Success is a recommendation and all activities are open to revision
- Use the Roadmap to guide your discussion by starting with an agreement of the goal, then discussing each activity separately
- Provide the participant ample information, opportunity and time to make the call on whether or not to do each of the recommended activities
- Ensure all partners, including family, are in agreement and support each activity
- Get commitments from all IRT members on the final collaborative plan

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What is Gained?

Through the process of developing and finalizing the roadmap, several positive outcomes are achieved:

- Uncertainty regarding transition plans on the part of the participant and family is reduced and replaced with hope
 Provides the participant the opportunity to choose his/her own path (leadership opportunity)
 Collaboration and resource sharing is facilitated
 Gets all stakeholders following the same path and the

- same timeline

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1	CURRENT	Continue Career Planning Activities	Youth Coordinator	2
1	CURRENT	Continue involvement with Trap Shooting Team	Joe	3
1	CURRENT	Continue Involvement with Church	Joe and Family	3.485
•	JAN 2015	KeyTrain Pre-Tests	Youth Coordinator and Worksite Supervisor	1 & 2
	FEB 2015	Visit NDSCS and Meet with Disability Services Coordinator	Joe, Family and IEP Case Manager	1,385
	FEB 2015	Start KeyTrain During the First 30 Minutes of Work 2-3 Times per Week	Joe and Worksite Supervisor	182
	MAR 2015	Reach KeyTrain Skill Level 3 in Reading for Information, Applied Math and Locating Information	Joe	182
	APR 2015	Take ACT Test	Joe	1
	JUN 2015	Increase Work Training Hours to 25 or More Hours per Week During the Summer	Joe, Youth Coordinator, and Worksite Supervisor	2
	JUL 2015	Reach KeyTrain Skill Level 4 in Reading for Information, Applied Math and Locating Information	Joe and Worksite Supervisor	1

AUG :	2015 National Career Readness Certificate	Joe and Youth Coordinator	182	
AUG:	Graduate High School	Joe	1	
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	outh Coordinator, IEP Case Man ksite Supervisor	ager Date 1/13/15		
Disability Resource	Coordinator Greg Kaiser	Date 1/13/15		

Why Both?

Checklist developed as a result of participant request:

- · Visual tools are excellent for visual learners
- Some prefer the structure of a checklist
- · The combination of the two is reinforcing

The IRT Process Review

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Benefits of the IRT Process

- 1. Eliminates duplication of effort and resources
- 2. Reduces possibility of overwhelming participant
- 3. Reduces service gaps that may lead to less desirable outcomes
- 4. Increase resources available to support participant
- goals
 5. Less time spent reacting to unforeseen/unplanned obstacles
- 6. Self-advocacy and leadership is promoted by allowing participant to choose own path
- 7. By involving hope holders, participant is more likely to achieve goals
- 8. Educates resource providers about what each entity can provide creates working relationships and paves the way for referrals.

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Questions

For More Information Regarding Mapping

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